

Vendor name	Marin Ventures
Vendor number(s)	PG0453, H12310
Primary regional center	Golden Gate Regional Center
Service type(s)	Community Integration Training
Service code(s)	055
Number of consumers currently serving	PG0453: 80 H12310: 35
Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services?	Clients have been involved in developing our consumer advocacy opportunities through the self-advocacy group People First of Marin since 2009. We present new opportunities for community activities to the clients by using slide shows and support by the Community Services Director to gauge interest and support choice making by clients. The high level of attendance by clients in the People First Group (at times up to 40 clients at two meeting times each month), and participation at self-advocacy events has informed this project concept.
Does the concept address unmet service needs or service disparities? If so, how?	Yes. We have been trying to staff at least one position directed at developing consumer advocacy for five years from our regular front-line staff. The front-line staff do not have the expertise or background to help create a person-centered culture that supports client self-advocacy. We know clients are interested in consumer self-advocacy by participation in People First and other consumer advocacy activities. Our clients need more than care-giving, which is often the focus of our staff who are working with our clients that have complex care needs. We need to develop a culture of person-centered thinking.
Barriers to compliance with the HCBS rules and/or project implementation	Barriers to compliance with HCBS: Federal Requirement #1 Staff and clients' current lack of knowledge of person-centered thinking and consumer self-advocacy. Federal Requirement #3 Clients' expressive communication which impacts their ability to advocate for themselves. Staff lack person-centered thinking and may believe clients are not competent to choose. Federal Requirement #4 "Institutionalized" thinking has developed over time; staff have beliefs about client abilities, choices, and interests which are inconsistent with our mission, and with person-centered thinking and respecting consumer self-advocacy. Requirement #5 Lack of staff and client leadership which is person-centered and respects consumer self-advocacy

¹ A person-centered approach emphasizes what is important to the individual who receives services and focuses on personal preferences, satisfaction, and choice of supports in accessing the full benefits of community living. For more information regarding person-centered practices, please visit <http://www.nasddds.org/resource-library/person-centered-practices/>

	<p>Barriers to project implementation: Inability to hire the “right” trainer for clients and staff. Overcoming family/conservator fears regarding new opportunities that clients may choose. Overcoming entrenched beliefs and attitudes that inhibit progress toward an agency culture of person-centered thinking and participation by the clients in agency operations such as staff recruitment and agency leadership such as board of directors’ membership.</p>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>Our project is to continue our path toward increased consumer self-advocacy in our day programs in all activities and to develop a culture of person-centered thinking. Our project addresses compliance with Federal Requirements #1, #3, #4, and #5.</p> <p>We will hire a Client Advocacy Coordinator and a Client Advocacy Specialist, two full time positions. They will be trained by on-site consultants and/or attend training such as the 2018 Gathering sponsored by The Learning Community for Person Centered Practices.</p> <p>The Client Advocacy personnel, with our management team, will develop an agency-wide culture of person-centered thinking, and activities and methods for our clients to advocate for themselves. This will build on the work already done by client advocates and their group advisors through People First of Marin for the past several years.</p> <p>Resources for this project include consultant-experts in person-centered thinking from the trainer list for The Learning Community for Person Centered Practices and local providers such as Chris Bonfiglio of Casa Allegra Community Services who has been using person-centered methods in IPP meetings and service delivery for more than 25 years.</p> <p>We will also use the resources available from the California DDS Consumer Corner, which includes the method of “Think-Plan-Do” as well as the PATH and MAPS methods developed by John O’Brien and associates.</p> <p>This project will be a collaborative effort between staff, clients, and other stakeholders. Strategy sessions, work-shop style sessions, observations, and other methods will drive each step forward. Key personnel will meet with other specialized staff, such as the Community Services Director, to develop and implement activities related to person-centered thinking and consumer self-advocacy. To the greatest extent possible, the two employee positions will be “on the floor” modeling person-center thinking and encouraging consumer self-advocacy.</p>

<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<p>Major costs are personnel, and training and development. Two full time staff Consultant/trainers to provide support and consultation Budget: Attachment</p>
<p>Requested funding for 2017-18</p>	<p>\$272,884 (over two years)</p>
<p>Estimated timeline for the project</p>	<p>Months 1-2: Recruit personnel, identify consultants for training and development, identify clients interested in collaborating on the project Month 3: Onboard new personnel, identify initial training objectives Months 3-5: Implement initial training and development for staff, provide training to the Board of Directors, identify consumer and family training objectives, create consumer work group to collaborate with staff on implementing future training and development Month 6: Evaluate progress, begin family and client information sessions Month 7-8: Family outreach continues, develop client advisory group Month 9-12: Develop new staff training and orientation regarding person-centered approaches and client self-advocacy, implement and evaluate new staff training and orientation, provide support to client advisory group Months 13-23: Continue to build self-advocacy and person-centered approaches agency-wide. Develop peer advocacy training. Recruit client self-advocate to board of directors. Month 24: Evaluate project. Identify future needs.</p>

